



U.S. PUBLIC HEALTH SERVICE
Pharmacist Professional Advisory Committee
Department of Health and Human Services

Minutes of Meeting
March 7, 2002

Members Present:

LT Elizabeth Yuan (Vice-Chair)
RADM Richard Walling (CPO)
LT Gregory Davis
CAPT Kathleen Downs
CAPT Martin Johnston

CAPT William A. Hess (ex-officio)
LT Krista M. Scardina (Secretary)
CDR Rob Tosatto (alt/Downs)
Dr. Frank Pucino, Jr.
Dr. Vaiyapuri Subramaniam

Members Connected by Phone:

CAPT David K. Ellison
LCDR Mark Feltner
LCDR Michael Long
LT Mark N. Strong
LTJG Kristen Maves
LCDR Paul Huntzinger

LCDR Cindy P. Dougherty
CDR Doug Herold
CAPT Jim Imholte
CDR Michael S. Forman
CAPT Cathy L. Shaffer
LT Postelle Birch

Members Absent:

CAPT Frank J. Nice (Chairman)

Guests:

LT Nasser Mahmud
CAPT Robert Pittman

LT Hye-Joo Kim

PharmPAC Chair Report: LT Elizabeth Yuan (eyuan@osophs.dhhs.gov (301)-443-8464)

- The November and January minutes were approved with minor corrections and will be posted on the PharmPAC website at www.hhs.gov/pharmacy/.
- LT Hye-Joo Kim is the coordinator for the pharmacist category day at the COA conference in Atlanta, GA. The PharmPAC is heading a two-hour lunch for the category. Updates on the category and awards will be given. Acting Surgeon General RADM Kenneth P. Moritsugu will be making an appearance.
- CPO/PAC Chair Meeting Report:
 - The Surgeon General website is up and running (<http://www.surgeongeneral.gov>). The site contains all Surgeon General reports from 1964.
 - "New Corps Initiatives" is a movement to prepare an organized medical response system. The details are still being discussed.
 - The Association of Military Surgeons of the United States (AMSUS) meeting will be November 10-15 in Louisville, KY and will be hosted by the US Air Force. The PharmPAC was charged by RADM Moritsugu to compile a list of nominations for category specific awards by the next CPO/PAC Chair meeting on 28-MAR-2002. There are two pharmacy awards: "AMSUS Award for Excellence in Clinical Pharmacy Practice" and "Andrew Craigie Award." PharmPAC members should send nominations for the awards to LT Yuan by COB 27-MAR-2002. Please refer to <http://www.amsus.org>.
 - Nominations are being solicited for the position of the Junior Officer Advisory Group (JOAG) advisor. Any officer O-6 or above that is interested should contact the Office of the Surgeon General.
 - The COA meeting is titled "Leading the Public Health Response to Disease & Disaster: Global Vision; National Action." The conference is 21-APR-2002 through 26-APR-2002 in Atlanta, GA.
 - The Division of Commissioned Personnel is evaluating the appeals process for promotions by developing a task force to evaluate appointment standards, credentialing, and licensure requirements.
 - RADM Moritsugu has stated the following areas of public health will be areas of focus: Personal Hygiene, Aging, Correctional Health, Organ Donations, Osteoporosis, Mental Health in the area of Bioterrorism, Health Information Technology, Diabetes and Obesity, Workforce Needs, Immunization, Youth Violence, Stroke, and Racial Ethnic Disparities.
 - The next CPO/PAC Chair meeting is scheduled for 28-MAR-2002.

DCP Representative: LT Nasser Mahmud (nmahmud@psc.gov 301-594-3395)

- Anyone that needs recruitment materials or marketing information regarding the USPHS should contact LT Mahmud for materials.
- There is a centralized calendar that displays dates of career fairs and activities for the schools. The URL is <http://calendar.yahoo.com/arpcalendar>. Anyone can view the calendar; however, if you would like access to

enter information into the calendar, contact LT Mahmud and he can give you a password. The calendar is open to all categories.

- There are currently 1000+ officers (~200 pharmacists) in DCP's applicant pool looking for jobs. DCP has started a pilot project with nursing and engineering to ask for volunteers to call the applicants in their category to see if they are still interested in a job with the USPHS. The pool can then be reduced to those interested and willing to take a position.

CPO Report: RADM Richard Walling (cporx@osophs.dhhs.gov)

- CDR Rob Tosatto (Rtosatto@osophs.dhhs.gov) will be assisting RADM Walling in his CPO duties.
- The Federal Forum at the APhA meeting has its major focus on emergency preparedness and RADM Art Lawrence is the keynote speaker. CAPT Kathleen Downs will also be speaking about personal experiences from the September 11 tragedy. The APhA delegates representing the USPHS are CAPT David Ellison, CAPT Robert Pittman, LCDR Carmen Clelland, and LT Marci Keister.
- RADM Walling would like to evaluate the awards process and the policy. The PharmPAC is the management in policy tools. The PharmPAC needs to determine whether it is taking advantage of awards to let people know that good things are happening in the category.
- RADM Moritsugu will be collaborating a weekly report from the PACs on activities and issues that should be brought to his attention (legislation, external, internal, etc.). Anyone with information they think should be forwarded on to RADM Moritsugu should email RADM Walling by COB every Monday.
- ASHP delegate nominations are due to CDR Tosatto (Rtosatto@osophs.dhhs.gov) by 09-MAR-2002. Nominations should include a bio sketch, interests, contact information, and ASHP member number.

Awards Committee

Chair: CAPT Cathy L. Shaffer (cathyshaffer@mail.his.gov) (918)-287-4491

- The Standard Operating Procedures (SOPs) for the awards process were discussed and approved with minor revisions. The SOPs will aid in a more efficient and consistent process. Discussion is still open with regards to giving feedback to the nominations that are not chosen. The PharmPAC could give suggestions and recommendations to the nominator for future information.
- The Unit Commendations for Recruitment for 2000 are being signed off by LT Yuan and will be sent to the recipients. For 2001, the awards have been forwarded to the CPO/PAC Chairs for approval. The awards should be voted on by the end of March. All recipients will be recognized at the COA conference.
- The USPHS Excellence in Public Health Pharmacy Practice Award is awarded to students for their efforts in public health. LT Davis has contacted all 83 schools of pharmacy, obtained a contact for student awards, and informed schools about the award. The committee has only received 17 nominations for the award. The committee will now be looking at efforts to send officers to each school to personally award the recipients. All recipients will receive a "Plagues and Politics" along with a plaque.
- The PharmPAC Award recipients were voted upon and will be forwarded to RADM Walling for approval.

Career Development Committee

Chair: LCDR Mark Feltner (mark.feltner@mail.his.gov) (520)-338-4911 ext 506)

Training Subcommittee

Chair: CAPT Harvey Greenberg (greenberg@cderr.fda.gov)

A completed list of free and law continuing education (CE) for pharmacists can be found at:

<http://www.hhs.gov/progorg/pharmacy/cesites.html>. Several links to pharmacy schools, national pharmacy organizations, and important pharmacy events can be found at:

<http://www.hhs.gov/progorg/pharmacy/links.html>. Questions and comments can be forwarded to CAPT Harvey Greenberg at: greenberg@cderr.fda.gov.

Promotion Subcommittee:

Chair: LT James Barlow (barlowj@cderr.fda.gov)

The Subcommittee is currently working on including a link for CCRF and ways for its members to accumulate volunteer hours to stay active. A slide show on preparing for promotion can be found at:

www.hhs.gov/progorg/pharmacy/opf/proprep.html. Information regarding official personnel folder (OPF) can be found at: www.hhs.gov/progorg/pharmacy/opf/opf.html. Viewing your OPF can be found at

dcp.psc.gov =>secure area => officer and liaison activities. Questions and comments can be forwarded to LT James Barlow at: barlowj@cderr.fda.gov.

Mentoring Subcommittee:

Chair: CAPT Lillie Golson (golsonl@cderr.fda.gov)

The Subcommittee sent out 20 letters to those called to duty from July to November 2001. Of these, 10 expressed the desire for a mentor (5 from BOP and 5 from FDA). Each has been matched. A letter to those officers called to duty from November through February will be sent in March. The PharmPAC's website for the Pharmacy Mentoring Program can be found at

<http://www.hhs.gov/progorg/pharmacy/mentor.html>. Questions and comments can be forwarded to CAPT Lillie Golson at: golsonl@cderr.fda.gov.

CCRF Committee

Chair: CAPT Kathleen Downs (kdowns@osophs.dhhs.gov) (301)-443-8249)

- LT Mark Strong (mstrong@wsp.portland.ihs.gov) will be acting as the chair of the committee and will be the primary contact and coordinator.
- Please refer to <http://oep.osophs.dhhs.gov/ccrf/whatis.htm#MEMBERSHIP> for a listing of the new membership requirements.
- There will be three training sessions about the National Pharmaceutical Stockpile, one each in July, August, and September.
- CCRF will be meeting with category representatives on 09-APR-2002 to discuss the skills needed for deployments.
- A "1-pager" draft has been developed of disaster/emergency response opportunities for pharmacists for use at national meetings and recruitment. The document is being edited and then will be posted on the website.
- The currently approved PharmPAC minimum skills list is being modified and updated based on events since September 11th. Feedback has been received from 14 pharmacists describing their experiences when deployed as MST, DMAT, or Mass Prophylaxis pharmacists.
- Professional currency of 112 hours annually is currently available through the following:
 - BOP – Chris Bina (202)-307-2867 ext 128
 - IHS (Navajo) – Ed Stein (602)-364-7745
 - IHS (Aberdeen) – Vicky Chavez (505)-946-9385
 - CDR Koung Lee is working with NIH

Training opportunities are being located, reviewed, and sent out via the CCRF listserv.

Key points of contact have been identified and are beginning work on development of SOPs for pharmacists deployed to BOP, IHS, DIHS or as MST pharmacists. These SOPs will aid deployed and/or backfill pharmacists by decreasing the time required learning about a new environment.

Communications Committee

Chair: LCDR Paul Huntzinger (pguntzinger@d11.uscg.mil) (510)-437-3602)

Internet/Listserv Subcommittee

Chair: CAPT Richard Potter (potter@cber.fda.gov)

The role of the Subcommittee is to communicate information about USPHS pharmacy to the pharmacy category and public via the internet. The plan of action is to maintain an active website. The goals of the Subcommittee include: become Section 508 compliant, update the BOP and other pharmacy listservs, update the USPHS pharmacist listserv.

Activities/Events Subcommittee

Chair: LT Patricia Garvey (garvey@cder.fda.gov)

The role of the Subcommittee is to communicate information about USPHS events to the pharmacist category and assist in USPHS activities and events. The plan of action is to assist in organizing local USPHS activities and events when requested. The goals of the Subcommittee include: assist in local dining ins/outs when requested, assist in local COA activities when requested, assist in other USPHS related activities as requested by the PharmPAC.

Historical/PLANT Subcommittee

Chair: CAPT David Ellison (dellison@hrsa.gov)

The role of the Subcommittee is to record and disseminate historical information regarding the pharmacy category. The plan of action is to assist in collating historical information regarding the pharmacy category. The goals of the Subcommittee include: continue to compile monthly PLANT pharmacy officer profiles for the website and dissemination in abbreviated form to the USPHS pharmacy student listserv, finalize "Pharmacy Notables" for posting on website, compile experiences of USPHS pharmacy during the September 11 crisis for possible posting on the website, develop list of past and future pharmacy category award winners.

- Career snapshots were sent to PHS-RX-STUDENT listserv enrollees. LT Cassandra Sherrod composes a new PLANT profile monthly. The profile is condensed and sent as a "snapshot" to enrollees of the above listserv. Interviews will be conducted (3-4 Q/As) for dissemination on the PHS-RX-STUDENT listserv.
- Listserv advertisement: A message was sent to persons on the schools of pharmacy point of contact list describing the PHS-RX-STUDENT listserv and listing its website link, as well as that of the PharmPAC website.
- Point of Contact list update: the list of pharmacist commissioned officers on the website needs updating.

Membership Committee

Chair: CAPT Jim Imholte (jimholte@hrsa.gov) (718)-244-7967)

- The call for nominations for PharmPAC membership was sent to the Commissioned Corps Bulletin and will be published in the March edition. The notice was also sent to each Agency's Commissioned Corps Liaison and the Chairman of the Minority Officer Liaison Committee.
- The anticipated openings for the 2002-2005 term are:
BOP: 2
USCG: 1

FDA: 2
HRSA: 1
IHS: 2

- All current members whose term is expiring and have not served more than one term, may re-apply for a second term.
- All nominations are due to CAPT Imholte by 30-APR-2002. The Membership Committee will then review all nominations and make our recommendations.

Professional Relations Committee

Chair: Dr. Puri Subramaniam (subramaniamp@cder.fda.gov) (301)-827-7303)

Public Health Pharmacy Subcommittee

Chair: CDR Charlie Hoppes (hoppesc@cder.fda.gov)

- The Subcommittee plans to complete its initiative in the development of the public health website. Additional resource materials are being gathered to complete various links associated with the PharmPAC website. A paper focusing on the impact pharmacists can make in public health is under preparation for prospective publication.
- Current Position: Public Health Pharmacy should be promoted to heighten awareness of the pharmacist's accessibility in the healthcare community. The Committee aims to continue and pursue its mission to support and recognize interventions in the field of pharmacy to promote community health and prevent community health problems. As such, the pharmacist's accessibility to the public, combined with their expertise, would provide unique opportunities to impact the community in various disease management and life-style improvement areas. The Professional Relations Committee with efforts by the Public Health Pharmacy Subcommittee hopes to meet these challenges by developing outreach efforts and communication through:
 - Building on the successes achieved in 2001
 - Developing and enhancing the Public Health Pharmacy Link to the PharmPAC web site which was accomplished in 2001
 - Planning and coordinating for Pharmacy Week 2002
 - Building communication channels with pharmacists in the public and private sector to share success stories achieved in public health pharmacy
 - Recognizing demonstrated public health service by pharmacists in the community and promote this role
 - Providing support to the Public Health Pharmacy Subcommittee so that individual members can creatively lend their support, ideas, and resources towards promoting the pharmacist's public health role
- Statement of Action:
 - At the macro level, to build an awareness among pharmacists in public health agencies to take the lead to identify opportunities for pharmacists to have a public health role in the health care community, pharmacy colleges, and other institutions
 - Utilizing the Public Health Pharmacy Link to more clearly define the macro level by use of examples
 - Encouraging pharmacists' initiatives at the macro level to lend support for individual pharmacists to pursue these challenges at the micro level in their respective communities from which success stories and accomplishments can be developed to establish and enhance their niche' in public health
 - Exploring opportunities to partner with other parts of the government
 - Exploring literature in the teaching of public health concepts for promotion to the nation's pharmacy schools
 - Investigating where feasible certification procedures in public health pharmacy (e.g. CPHP)
 - Keeping PharmPAC apprised of these initiatives so that the members can individually have opportunities to heighten awareness among their colleagues and to their pharmacy networks
 - Collaborating with government initiatives in the public health arena, e.g. Health People, CDC Initiatives, Patient Drug Safety, Risk Management and Communication

Recruitment/Retention Committee

Chair: LT Gregg Davis (davisg@cder.fda.gov) (301)827-5710)

- LT Davis is working with CDR Tosatto to develop a recruitment action plan/strategy that will be forwarded to RADM Walling for review.
- The Committee has been charged with obtaining a goal to acquire 1000 pharmacists called to active duty by 2004. There are currently 750. In 2001, 159 pharmacists were called to active duty and 150 separated from the corps. 22% of pharmacists are currently eligible for retirement.
- The Associated Recruiter Program (ARP) is underway and is important because the program can provide valuable input and tools to expand recruitment efforts. Recruitment is a top priority for the Office of the Surgeon General. The pharmacist category has three category leads for the ARP: CAPT Martin Johnston,

- The “Pharmacy’s Best Kept Secret” has been updated to reflect special pay, accession bonus, and the new 2002 pay scale. This document is a direct source of advertising for pharmacists in the corps. The other recruitment material that DCP provides is very broad and is not category specific. The document was approved with minor changes and will be placed on the website. The brochure will make a nice addition to the recruitment material available from DCP.

- A new PharmPAC logo was approved and will be displayed on the website.
- Junior Officer Survey: CAPT Vanessa Thomas-Wilson was previously in charge of the job satisfaction survey. Our target group was USPHS junior pharmacist officers with less than 5 years active duty. Our goal was to personally telephone each one and ask them job satisfaction survey questions in order to determine a) what made them choose USPHS, and 2) what motivates them to stay on active duty, rather than to work at a higher paying job elsewhere. The PharmPAC planned on reviewing the data that we collected to determine if it could be useful in USPHS pharmacist officer recruitment and retention strategies. As we initiated the job satisfaction survey, we ran into many problems, including inaccurate telephone numbers and lack of time to spend on the telephone by both the senior PharmPAC members who were charged with conducting the survey, and the junior officers who were interviewed by telephone. Then September 11 occurred and the initiative collapsed. It may be better to do a written survey (via the listserv or website), since that could be completed at one's leisure. Also, unlike the verbal survey, a written survey response could be anonymous, and therefore we may get more candid answers. The status of the project will be discussed with CAPT Thomas-Wilson and efforts of the survey should be reconsidered. The survey would be excellent for retention purposes.

The PharmPAC meeting was adjourned at 1430H, EDT

An Agenda and Call-In Information will follow

_____/_____/_____
RADM Richard Walling, CPO Date